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FACT SHEET

Promote Fact Sheet: Managing for Results

OVERVIEW

As Afghanistan moves through the Transformation Decade from 2015 to 2024, a new generation of leaders will emerge. It is essential that women are represented among this next generation. Based on feedback from Afghan men and women and working with Afghan stakeholders over the last few years, USAID recently launched the Promoting Gender Equity in National Priority Programs Project (commonly known as Promote). Afghanistan has made tremendous development gains since 2001. Promote seeks to solidify these gains by empowering Afghan women to be future government, business, and civil society leaders, and to ensure the Afghan women's voices and needs are represented in the halls of government, boardrooms, academic institutions, public and private sectors. Over the course of five years, Promote will provide young educated Afghan women opportunities to improve their skills, experience, knowledge, and expand their networks to become these leaders. Five-year targets are outlined below.

OBJECTIVE: Increase women's contributions to Afghanistan's economic growth

- 25,000 young educated women throughout the country secure employment with advancement potential or advance into decision-making roles in the formal economy
- 15,000 beneficiaries receive at least a 10 percent improvement in income
- 20 percent of women-owned businesses move to the next level of enterprise size (eg: small businesses become medium-sized)
- At least five laws, policies, or procedures drafted, proposed, or adopted to enhance sector governance and/or facilitate private sector participation and competitive markets for women

OBJECTIVE: Strengthen women's rights groups and coalitions

- One to two women's rights-focused organizations in each of Afghanistan's 34 provinces and a minimum of 5,000 activists to participate in gender-related issue-based coalitions
- 75 percent of the women-focused organizations and activists in Musharikat coalitions improve their ability to advocate and influence policies and practices for women's equality and empowerment in a manner that will be sustainable after the end of the program



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- 30 percent increase in men's positive attitude towards Afghan women's rights and empowerment, and their recognition of rights accorded to women in Afghanistan
- At least three laws, policies, or procedures drafted, proposed, or adopted to promote gender equality at the regional, national, or local level in Afghanistan

OBJECTIVE: Achieve a critical mass of educated women in government decision-making bodies

- At least 3,000 female university graduates and secondary school graduates complete 1-2 year government internships and transition to full-time employment with advancement potential at the national or sub-national levels
- 70 percent of interns employed by the Afghan Government within 24 months of finishing their internship
- 75 percent of reforms made to the Afghan Government institutions' workplace policies are those which benefit and protect female employees
- 50 percent gain in the number of local stakeholder supporters for women working outside the house, including religious leaders, influential community and government leaders, and family members

OBJECTIVE: Ensure women have the leadership and management skills they need to be effective participants in multiple sectors of society and to serve as future leaders of Afghanistan

- 15,000 women nationwide report being promoted to leadership positions and/or taking part in decision-making within their companies, agencies or organizations
- 18,000 young educated women with a minimum of a high school diploma will be trained in management and leadership skills that enable entry and advancement into decision-making positions in social, political, and economic sectors at national and subnational levels
- 7,000 young women with a minimum of a primary school education will improve their prospects for employment by receiving a series of life skills trainings, which include money management, basic health, communication and critical thinking
- 80 percent of total participants report actively supervising others and demonstrate knowledge of supervisory skills
- 40 percent increase in the proportion of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities
- 90 percent of partner institutions used for training adopt curriculum for use in the future